

25X9

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

Career Change: Desire to better utilize professional qualifications, i.e., private practice of law, medicine, accountancy, etc. To go into business for self, to become a writer, etc. To accept different field of work, i.e., become an airline stewardess, model, etc. To engage in religious/missionary activities, opposes on ethical or moral grounds requirements of immediate career.

Advancement: Offered higher paying job, immediate or better promotion opportunity, etc.

Immediate Duties and Responsibilities: The type of work assigned and the quantity or quality of output expected as they relate to skills, aptitudes and interests of the individual, i.e., authority not consistent with responsibility, work too difficult, work too easy, work monotonous, uninteresting or routine, over qualified for job, under-qualified for job, lack of reassignment opportunities, lack of job growth potential, greater prestige, etc.

SECRET

25X9

SECRET

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

TOTAL SEPARATIONS BY GRADE

	FY 1970		FY 1975	
	Percent	Number	Percent	Number
GS-16 & Above	1.8		5.5	
15	3.5		5.9	
14	2.9		8.3	
25X9 13	4.6		9.7	
12	4.8		8.9	
11	5.2		5.8	
10	3.4		3.4	
09	7.4		6.9	
08	5.2		3.4	
07	10.0		10.3	
06	10.4		9.0	
05	15.9		11.9	
04	13.1		6.3	
03/02	7.8		3.4	
WB	4.0		1.3	
Total	100.0		100.0	

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

SECRET

SECRET

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

TOTAL SEPARATIONS BY SD DIRECTORATES

	FY 1970		FY 1975	
	Percent	Number	Percent	Number
DCI	2.2		2.7	
DDA	28.2		31.9	
DDO	29.9		36.2	
DDI	22.9		14.1	
DDS&T	6.9		12.4	
UD/NA	9.9		2.7	
Total	100.0		100.0	

25X9

25X9

TOTAL SEPARATIONS BY CATEGORY

	FY 1970		FY 1975	
	Percent	Number	Percent	Number
Voluntary	73.3		55.4	
Involuntary	8.6		10.1	
Retirement	16.2		32.0	
Other	1.9		2.5	
Total	100.0		100.0	

25X9

25X9

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

SECRET

SECRET

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

VOLUNTARY SEPARATIONS BY FACTOR

	FY 1970		FY 1975	
	Percent	Number	Percent	Number
Job	31.0		48.7	
Personal	27.3		18.7	
Family	36.3		28.1	
Community	<u>5.4</u>		<u>4.5</u>	
Total	100.0		100.0	

VOLUNTARY SEPARATIONS BY SD DIRECTORATES

	FY 1970		FY 1975	
	Percent	Number	Percent	Number
DCI	2.4		3.5	
DDA	26.7		27.4	
DDO	29.7		34.0	
DDI	23.2		17.2	
DDS&T	8.3		15.0	
UD/NA	<u>9.7</u>		<u>2.9</u>	
Total	100.0		100.0	

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

SECRET

SECRET

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

SECRET

BY GRADE

	<u>Percent</u>	<u>Number</u>
GS 02-04	11.4	
05-07	38.7	
08-10	18.1	
11-13	20.3	
14-15	8.6	
SG	1.6	
WB	<u>1.3</u>	
Total	100.0	

25X9

BY SUBCATEGORY

	<u>Percent</u>
Professional	41.0
Technical	7.9
Clerical	50.1
Wage	<u>1.0</u>
Total	100.0

BY SEX

	<u>Percent</u>
Male	58.4
Female	<u>41.6</u>
Total	100.0

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

SECRET

SECRET

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

JOB FACTOR SEPARATIONS - FY 1975

	<u>BY FACTOR</u>		
	<u>Percent</u>	<u>Number</u>	
Immediate Duties	16.8	<div></div>	25X9
Supervisor	1.6		
Administrative Practices	5.4		
Security Restrictions	.3		
Lack Initial Understanding	1.6		
Change Type Employment	34.6		
Return of Detail In	.6		
Advancement	17.2		
Career Change	<u>21.9</u>		
Total	100.0		

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

SECRET



SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM

0500160028-9

UNCLASSIFIED		CONFIDENTIAL		SECRET	
<b>OFFICIAL ROUTING SLIP</b>					
TO	NAME AND ADDRESS	DATE	INITIALS		
1	Acting Deputy Director for Administration	5 JAN 1976	<i>[Signature]</i>		
2	DDA				
3	Secretary, CIA Management Committee				
4	7E 12 HQ				
5					
6					
ACTION		DIRECT REPLY		PREPARE REPLY	
APPROVAL		DISPATCH		RECOMMENDATION	
COMMENT		FILE		RETURN	
CONCURRENCE		INFORMATION		SIGNATURE	
<b>Remarks:</b>  <p>I think these statistics are significant enough to release to the Management Committee FYI.</p> <p><i>Clear copy note to each from Tottle.</i></p>					
<b>FOLD HERE TO RETURN TO SENDER</b>					
FROM: NAME, ADDRESS AND PHONE NO.				DATE	
Director of Personnel				2 Jan 76	
UNCLASSIFIED				CONFIDENTIAL	
				SECRET	

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

0500160028-9

☐ UNCLASSIFIED☐ INTERNAL  
USE ONLY☐ CONFIDENTIAL☐ SECRET

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

SUBJECT: (Optional)

CIVILIAN SEPARATIONS

DD/A Registry

75-6188

FROM: Chief, Plans Staff  
626 C of C

EXTENSION

3383

NO.

DATE 19 December 1975

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DD/Pers/P&C  
626 C of C2. DD/Pers  
5E-58 Hqs.3. D/Pers  
5E-58 Hqs.

4.

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

We may be close to a turning point for separations, with a prospect ahead for larger numbers of resignations as the economy improves. In some ways, the pattern of separations during FY 75 was quite unusual, as assessed in the attached study by [redacted]

STATINTL

STATINTL

[redacted]  
Chief, Plans Staff  
Office of Personnel

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

FORM 1

(1) PERSONNEL

☐ SECRET☐ CONFIDENTIAL☐ INTERNAL  
USE ONLY☐ UNCLASSIFIED

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM

UNCLASSIFIED *Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9*

## OFFICIAL ROUTING SLIP

TO	NAME AND ADDRESS	DATE	INITIALS
1	See Distribution:		
2			
3			
4			
5			
6			

ACTION	DIRECT REPLY	PREPARE REPLY
APPROVAL	DISPATCH	RECOMMENDATION
COMMENT	FILE	RETURN
CONCURRENCE	INFORMATION	SIGNATURE

Att: DD/A 75-6188

## Remarks:

The attached study concerns itself with Civilian Separations and compares the statistics of 1970 with 1975. The information is rather interesting and contains some significant points. I think it worthy of your attention.

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO.

DATE

*/s/ John F. Blake*  
John F. Blake, DDA Rm. 7D-26 Hqs.

8 JAN 1976

UNCLASSIFIED

CONFIDENTIAL

SECRET

FORM NO. 1-67

237

Use previous editions

(40)

## Distribution:

- Orig - DDO w/cy of att
- 1 - DDI w/cy of att
- 1 - DDS&T w/cy of att
- 1 - AO/DCI w/cy of att
- ① - DDA Subject w/cy of att
- 1 - DDA Chrono w/o att
- 1 - JFB Chrono
- 1 - RFZ Chrono

STATINTL

EO-DDA/

Approved For Release 2002/05/02 : CIA-RDP79-00498A000500160028-9

DD/A Registry

File *Personnel 17*